

## Naylor Industries plc – Gender Pay Gap Report 2022

Naylor Industries plc is a long-standing, award-winning British manufacturer of building and construction products including clay and plastic pipes and concrete products. We employ circa 390 employees across 7 sites in the UK. The Equality Act 2010 (Gender Pay Gap information) regulations 2017 require us to publish specific Gender Pay Gap information. This should not be confused with equal pay. Naylor Industries plc is committed to reporting on an annual basis on its actions to reduce the gender pay gap and the progress that it is making.

For the purpose of this report, the figures are taken from the pay period into which 5 April 2022 falls. This is reflected in our gender pay gap figures below:

**The compulsory metrics:** Hourly Pay and Bonus Gap together with related commentaries are as follows:-

The difference in mean pay, of full pay men and women, expressed as a percentage: “Mean Gender Pay Gap”: **-7.73%** (negative- ie under this measure, women earn more than men)

Our workforce employs more males than females (84.6% male, 15.4% female). We believe this is due to the nature of much of the work we undertake including elements of heavy manual labour and unsociable shift patterns, which have historically been less attractive to female applicants.

The situation is markedly different in office-based roles. We have had considerable success in recruiting females into areas such as Central Services and Sales. We have also been successful in terms of developing talented females, and many of these females have been promoted into senior roles up to and including Director level.

The negative gender pay gap above reflects the mix, with a relatively high proportion of females in Managerial roles and a relatively low proportion of females in Operative roles.

The difference in median pay, of full pay men and women, expressed as a percentage: “Median Gender Pay Gap”: **-16.16%** (negative- ie under this measure women earn more than men)

Again, the negative pay gap above reflects the mix and the difference in male/female roles at Naylor.

The difference in mean bonus pay of men and women, expressed as a percentage: “Mean Gender Bonus Gap”: **14.85%** (positive- ie under this measure men earn more bonus than women)

The mean gender bonus gap figure is a reflection of the fact our organisation employs more males than females.

The difference in median bonus pay of men and women expressed as a percentage: “Median Gender Bonus Gap”: **- 44.00%** (negative- ie under this measure, women earn more bonus than men)

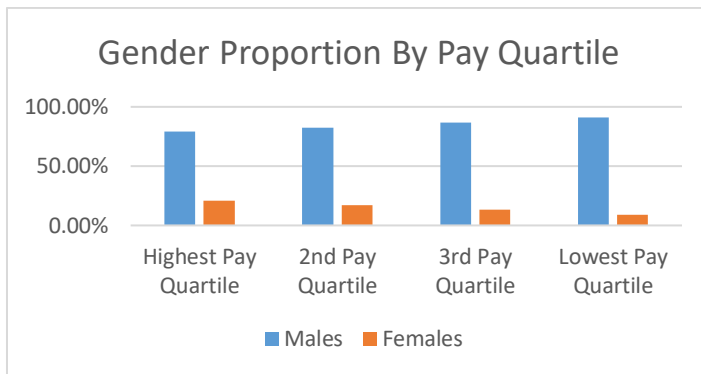
The median gender bonus gap, which is favourable to females, is a reflection that we employ more females in senior roles which attract a higher bonus, for example in Sales.

The proportion of men and women who received bonus pay: **Female 82.54% to Male 82.37%**

There is negligible difference between the proportion of females and males receiving bonus.

### Quartile Bands

The proportion of male and female employee in each quartile band is as follows:



The percentage of males to females in the above quartiles is again representative of the make-up of the organisation as a whole, where we generally employ more males than females.

### OVERALL COMMENTS AND CONCLUSION

- 1) Naylor regularly audits and reviews its pay grade structure and we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- 2) Females are well represented in the Naylor Management team and a coaching/mentoring programme aims to facilitate the progression of talented females
- 3) Conversely, females are underrepresented at Operative level. Initiatives are underway to correct this imbalance including automation to reduce manual handling and the introduction of more “family friendly” shift patterns. In doing so, we are seeing a gradual shift as more females apply for manufacturing roles.
- 4) Females are also underrepresented in our Engineering functions and we are building relationships with Barnsley’s Horizon College, with the aim of encouraging more females to consider a career in this area which has historically (incorrectly) been seen as a male preserve.

Whilst gender pay gap data demonstrates that females are relatively well remunerated at Naylor, we will continue to work towards a more balanced male/female workforce, with an emphasis on the recruitment of female operatives and engineers. In the meantime, we will continue to take steps to ensure males and females are paid equally for equal work.

I, Edward Naylor, Chief Executive Officer confirm that the information in this statement is accurate.

Signed:

Edward Naylor

CEO

March 2023